



The City of Fresno



*invites your interest
for the position of*

**Assistant
Police Chief**

The Community of Fresno

Fresno is centrally located in the heart of California between San Francisco and Los Angeles and serves as the business, financial, cultural and entertainment capital of the San Joaquin Valley. With a population of over 500,000 residents and an urban county area population of approximately 940,000, Fresno is California’s fifth largest city. Ideally situated, Fresno provides easy access to the numerous cultural and recreational activities of the San Francisco Bay and Los Angeles metropolitan areas, Sierra Nevada Mountains, and the Central California Coast.



The Fresno area has a strong sports presence and hosts a series of annual events including old-fashioned festivals, cultural celebrations and the largest harvest fair in California. Fresno’s attractions and events include the historic Tower District, Christmas Tree Lane, the Fresno Food Expo, local gardens, parks, zoo, and water theme parks. Sports teams include the Fresno Grizzlies, a minor league AAA baseball team affiliated with the Houston Astros; and the renowned Bulldogs from Fresno State University, whose football, basketball and other sports teams have been nationally recognized at the Division I collegiate level.

Fresno is a great family town offering an excellent environment of charm and friendliness combined with many recreational activities and affordable housing. There is a thriving K-12 education system and a number of community colleges and universities within the metropolitan area. A warm sense of community pervades throughout this culturally diverse and friendly city featuring old-fashioned values coupled with larger city amenities. The overall quality of life for local residents is idyllic as the Fresno area truly offers something for everyone.

City Government and the Police Department

Fresno is a full-service Charter City operating under a “Strong Mayor” form of government. The Mayor is elected at-large and is responsible for hiring the City Manager, producing the City budget, proposing legislation to the City Council, and ensuring the public is kept informed of important issues within the community. The seven-member City Council is elected by district to overlapping four-year terms. The Council appoints the City Attorney and City Clerk.



The City Manager is responsible for appointing and providing day to day supervision of all department heads, including: Development and Resource Management; Police; Fire; Finance; Budget; Personnel Services; Information Services; Airports; Parks, Recreation and Community Services; Transportation; Public Works; and Public Utilities. Fresno operates two airports; a bus system; and water, wastewater and solid waste utilities. The City currently has an FY 2016 budget of over \$1 billion with a General Fund of more than \$290 million.

Fresno's Police Department consists of 1,017 proud, dedicated and community minded staff members, 775 sworn and 242 civilian employees. With an annual budget that exceeds \$160 million it is an active and hardworking department known for balancing strong enforcement efforts with building relationships of trust with the community. Police employees strongly value and continually seek to foster partnerships with members of the community through programs such as Crime Stoppers, “Bringing Broken Neighborhoods Back to Life”, Neighborhood Watch, Police Activities League, Citizens on Patrol, Citizens Police Academies, the Chief’s Advisory Board, and the Mayor’s Gang Prevention Initiative. These partnerships have gained the police department widespread community support.



The Position and the Ideal Candidate

The Assistant Police Chief will join a proud organization with a rich history in providing exceptional law enforcement services and a tradition of excellence in protecting and serving the community. The Assistant Chief must reflect the management values consistent with the progressive, team-oriented and seasoned executive leadership group that works collaboratively and effectively in addressing city priorities.

As the Police Chief’s second in command, this position will oversee the Department operationally, allowing the Chief to focus on a variety of other key and critical priorities. Serving as the Chief in his absence, the Assistant Police Chief will also play a key role in rebuilding the Department that suffered resource reductions during the recession. With the addition of several new and returning positions, training and development of new employees and incorporating them into the organizational culture will be critical and a priority.

Succession planning and leadership development are also important projects that the Assistant Chief will be tasked with. He/she will be expected to be proficient with finance and budget management and in personnel administration. A strong command presence, with excellent verbal, written and listening skills, as well as the ability to effectively interact with policy makers, the community, departments and the citywide organization is a requirement for this position. A core value system that incorporates honesty, integrity and ethical behavior will ensure the Assistant



Chief establishes a foundation of credibility and trust throughout the department. The ideal candidate will have experience with a complex, full service, metropolitan police department within a culturally and ethnically diverse community environment. A background that includes a minimum of eight years in a position of increasing responsibility as a law enforcement executive, a BS/BA degree from an accredited university and Possession of a California POST Management Certificate at the time of appointment is also required. A MA/MS degree, completion of the California Command College or similar coursework, and a POST Executive Certificate is highly desirable.

Compensation and Benefits

The City of Fresno offers an attractive and competitive salary and benefits package. The existing salary range for this position, which is under review, is up to \$151,452 annually, DOQ. The employee benefits package includes:

- ◆ Retirement: Fresno City Fire & Police Retirement System (2.7% at 55); reciprocity with other public California systems.
- ◆ POST Certificate Pay of 4% for Supervisory Certificate or 9% for the Management Certificate.
- ◆ Deferred Compensation: 457 plan available at the employee's option.
- ◆ Health Insurance: City currently contributes 73% of the monthly premium for medical, dental and vision for employee and dependents.
- ◆ Flexible Spending Account: IRS 125 plan for health/dependent care.
- ◆ Auto Allowance: \$300 per month
- ◆ Holidays: 10 City-observed holidays per year; plus birthday and 1 personal day annually.
- ◆ Annual Leave: 23 days per year of annual leave with cash out upon separation from the City.
- ◆ Administrative Leave: 60 hours per fiscal year.
- ◆ Supplemental Sick Leave: 40 hours per fiscal year up to a maximum of 80 hours.
- ◆ Life Insurance: equal to annual salary, paid by City.
- ◆ Long-Term Disability: City pays premium for 66 2/3% of monthly salary up to \$7,500 per month after 30 days.

Additional information regarding the City of Fresno is available at www.fresno.gov.

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please submit (email preferred) a cover letter of interest, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Bill Avery or Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this position is April 4, 2016.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.

